

ISTONISH EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

TO: ALL EMPLOYEES AND PROSPECTIVE EMPLOYEES

As an EQUAL OPPORTUNITY EMPLOYER, it is the policy of Istonish, Inc., Denver, Colorado to:

RECRUIT, HIRE, TRAIN AND PROMOTE persons for all job classifications without regard to race, color national origin, religion (creed) sex, age or military veteran status;

MAKE EMPLOYMENT AND PROMOTION DECISIONS in accordance with the Company's Affirmative Action Program, which is a planned management program to further the principle of equal employment opportunity;

INSURE THAT PERSONNEL ACTIONS affecting terms and conditions of employment such as layoff or termination, return from layoff, transfer, compensation, benefits, company-sponsored training, education, tuition assistance and social programs are administered without regard to race, color, national origin, religious affiliation, sex, age, handicap or military veteran status;

PROVIDE A WORKING ENVIRONMENT that will be free of sexual harassment and harassment on the basis of national origin;

ADVISE ALL PROSPECTIVE EMPLOYEES of Istonish, INC. The Company has a long-term Affirmative Action Program intended to assure that there will be no discrimination on the basis or race, religion, color, sex, age, handicap, national origin or military veteran status;

In furtherance of this policy, Istonish, Inc. engages in a continuous review of its Affirmative Action Program and its Personnel Policies and Procedures to ensure that they conform with the spirit as well as the legal requirements of equal employment opportunity. In the capacity as Affirmative Action Officer for the Company, Debra Powell is responsible for assuring the Company's performance under this policy, permitting no unjustifiable distinctions in employment based on race, color, national origin, religion, sex, age, handicap or military veteran status.



Annette Quintana
Chief Executive Officer
Istonish, Inc.